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ABSTRACT

Filled with evidence and advice for corporate leaders in for-profit, not-for-profit, governmental, and education organizations, this book addresses how to evaluate one's organization's vulnerability and take action. An introduction is followed by a section on the new roles of the chief executive officer, chief operating officer, chief financial officer, chief human resource officer, and chief marketing officer. Part I, Problems, consists of Chapters 1-6 that cover impending crisis in the workforce; economics and demographics, influential trends, the competency deficit, employee turnover, and healthcare on the bleeding edge. Part II, Solutions, is comprised of Chapters 7-11, including the leader's imperative, changing the way one functions, human resources as a strategic investment, strategic workforce planning, and a call to action. Each chapter begins with a brief overview and concludes with closing questions and a section called "Opportunities for a Competitive Advantage." Appendixes include a list of concepts with the page numbers on which each is first addressed; information on valuing a business, including human capital; the business cost and impact of employee turnover; description of research methodology used by author Olivio's firm; a list of five principal reasons people change jobs; a 31-item bibliography; description of the authors; and an index. (YLB)

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